

NEW JERSEY DEPARTMENT OF EDUCATION

OFFICE OF TITLE I



2015-2016 TITLE I SCHOOLWIDE PLAN*

*This plan is only for Title I schoolwide programs that are not identified as a Priority or Focus Schools.

SCHOOLWIDE SUMMARY INFORMATION - ESEA§1114

DISTRICT INFORMATION		SCHOOL INFORMATION	
District:	WILLINGBORO PUBLIC SCHOOL	School:	W. R. James Elementary
Chief School Administrator:	DR. RONALD TAYLOR	Address:	41 Pinetree Ln.
Chief School Administrator's E-mail:	rtaylor@wboe.net	Grade Levels:	PK-5
Title I Contact:	Teresa Lucas	Principal:	Sylvia Miles-Wright
Title I Contact E-mail:	talucas@wboe.net	Principal's E-mail:	smiles-wright@wboe.net
Title I Contact Phone Number:	609-835-8600	Principal's Phone Number:	609-835-8940

Principal's Certification

The following certification must be made by the principal of the school. Please Note: A signed Principal's Certification must be scanned and included as part of the submission of the Schoolwide Plan.

☒ I certify that I have been included in consultations related to the priority needs of my school and participated in the completion of the Schoolwide Plan. As an active member of the planning committee, I provided input for the school's Comprehensive Needs Assessment and the selection of priority problems. I concur with the information presented herein, including the identification of programs and activities that are funded by Title I, Part A.

Sylvia Miles-Wright
Principal's Name (Print)

Principal's Signature

Date

SCHOOLWIDE SUMMARY INFORMATION - ESEA§1114

Critical Overview Elements

- The School held 4 stakeholder engagement meetings.
- State/local funds to support the school were \$ 2,814,073, which comprised 92% of the school's budget in 2014-2015.
- State/local funds to support the school will be \$2,818,221, which will comprise 92% of the school's budget in 2015-2016.
- Title I funded programs/interventions/strategies/activities in 2015-2016 include the following:

Item	Related to Priority Problem #	Related to Reform Strategy	Budget Line Item (s)	Approximate Cost
Extended school day	1, 2, 3, 4	Y	Y	\$ 3,100
ELA PD	1, 2, 4	Y	Y	\$ 33,200
RTI	1, 2, 3, 4	Y	Y	\$ 9, 300

SCHOOLWIDE COMPONENT: STAKEHOLDER ENGAGEMENT *ESEA §1114(b)(2)(B)(ii)*

ESEA §1114(b)(2)(B)(ii): "The comprehensive plan shall be . . . - developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, and administrators (including administrators of programs described in other parts of this title), and, if appropriate, pupil services personnel, technical assistance providers, school staff, and, if the plan relates to a secondary school, students from such school;"

Stakeholder/Schoolwide Committee

Select committee members to develop the Schoolwide Plan.

Note: For purposes of continuity, some representatives from this Comprehensive Needs Assessment stakeholder committee should be included in the stakeholder/schoolwide planning committee. Identify the stakeholders who participated in the Comprehensive Needs Assessment and/or development of the plan. Signatures should be kept on file in the school office. Print a copy of this page to obtain signatures. **Please Note:** A scanned copy of the Stakeholder Engagement form, with all appropriate signatures, must be included as part of the submission of the Schoolwide Plan.

****Add lines as necessary.***

Name	Stakeholder Group	Participated in Comprehensive Needs Assessment	Participated in Plan Development	Participated in Program Evaluation	Signature
Sylvia Miles-Wright	Administrators	Y	Y	Y	
Cheryl Alston-Jones	Counselor	Y		Y	
Shirley Dilworth	Community	Y	Y	Y	
Rev. Joseph Yundt	Community	Y		Y	
Tracey Holland	Teachers	Y		Y	
David Turner	Teachers			Y	
Annelve Belfield	Parents			Y	
Dr. Anthony Abdullah	Staff	Y			
Rodriguez	Parents	Y			

SCHOOLWIDE COMPONENT: STAKEHOLDER ENGAGEMENT *ESEA §1114(b)(2)(B)(ii)*

Stakeholder/Schoolwide Committee Meetings

Purpose:

The Stakeholder/Schoolwide Committee organizes and oversees the Comprehensive Needs Assessment process; leads the development of the schoolwide plan; and conducts or oversees the program's annual evaluation.

Stakeholder/Schoolwide Committee meetings should be held at least quarterly throughout the school year. List below the dates of the meetings during which the Stakeholder/Schoolwide Committee discussed the Comprehensive Needs Assessment, Schoolwide Plan development, and the Program Evaluation. Agenda and minutes of these meetings must be kept on file in the school and, upon request, provided to the NJDOE.

Date	Location	Topic	Agenda on File		Minutes on File	
			Yes	No	Yes	No
1/15/2015	School Conference Room	Program Review	Y		Y	
5/12/2015	School Conference Room	Comprehensive Needs Assessment	Y		Y	
5/27/2015	School Conference Room	Schoolwide Plan Development	Y		Y	
4/29/2015	School Conference Room	Program Evaluation	Y		Y	

****Add rows as necessary.***

SCHOOLWIDE COMPONENT: STAKEHOLDER ENGAGEMENT *ESEA §1114(b)(2)(B)(ii)*

School's Mission

A collective vision that reflects the intents and purposes of schoolwide programs will capture the school's response to some or all of these important questions:

- What is our intended purpose?
- What are our expectations for students?
- What are the responsibilities of the adults who work in the school?
- How important are collaborations and partnerships?
- How are we committed to continuous improvement?

What is the school's mission statement?	The mission of the W.R. James Elementary School is to educate all students through data –driven instruction, high expectations and a commitment to excellence, emphasizing the belief that all students will learn and become critical and analytical thinkers, life-long learners, and contributing members of society.
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SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

24 CFR § 200.26(c): Core Elements of a Schoolwide Program (Evaluation). A school operating a schoolwide program must—(1) Annually evaluate the implementation of, and results achieved by, the schoolwide program, using data from the State's annual assessments and other indicators of academic achievement; (2) Determine whether the schoolwide program has been effective in increasing the achievement of students in meeting the State's academic standards, particularly for those students who had been furthest from achieving the standards; and (3) Revise the plan, as necessary, based on the results of the evaluation, to ensure continuous improvement of students in the schoolwide program.

Evaluation of 2014-2015 Schoolwide Program *

(For schools approved to operate a schoolwide program in 2014-2015, or earlier)

1. Did the school implement the program as planned?
Most elements were implemented with validity, but many had circumstances that impacted their effectiveness. Two examples are the Writing Assessment the district had administered for many years was folded into new unit assessments. Accountability follow-up for Guided Reading were not as effectively implemented as anticipated.
2. What were the strengths of the implementation process?
Each had good beginnings to their efforts.
3. What implementation challenges and barriers did the school encounter?
Changes in practice implemented by the district that were not readily known last May when this plan was being developed.
4. What were the apparent strengths and weaknesses of each step during the program(s) implementation?
Initial training was useful and provided meaningful information and strategies to teachers. Follow-up accountability, in the face of other district priorities, eroded the time allocated for follow-up review of teacher practice.
5. How did the school obtain the necessary buy-in from all stakeholders to implement the programs?
Training was provided to ensure teachers had the skills to implement the elements of the plan.
6. What were the perceptions of the staff? What tool(s) did the school use to measure the staff's perceptions?
Through anecdotal evidence and conversations, the staff felt positive about the points of emphasis in terms of what is good for students, but faltered in the application of those practices through the year as additional priorities came to the front.
7. What were the perceptions of the community? What tool(s) did the school use to measure the community's perceptions?
Through presentations at Open Houses, PTA, and committee meetings, the community felt in accordance the plans set forward.

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

8. What were the methods of delivery for each program (i.e. one-on-one, group session, etc.)?
Training was provided in whole, small group, and individual settings for Guided Reading.
9. How did the school structure the interventions?
After school tutoring and classroom differentiation by teachers were used to address additional needs by students.
10. How frequently did students receive instructional interventions?
Tutoring was available two days a week beginning January and continuing through May. Classroom interventions were provided each day.
11. What technologies did the school use to support the program?
Accelerated Reader, Learning A to Z, Think Central, iPads apps in addition to Smart Boards and Mimios.
12. Did the technology contribute to the success of the program and, if so, how?
The technology used was helpful. We will be looking into using systems that may be more effective.

****Provide a separate response for each question.***

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

Evaluation of 2014-2015 Student Performance

State Assessments-Partially Proficient

Provide the number of students at each grade level listed below who scored partially proficient on state assessments for two years or more in English Language Arts and Mathematics, and the interventions the students received.

English Language Arts	2013-2014	2014-2015	Interventions Provided	Describe why the interventions <i>did or did not</i> result in proficiency (Be specific for each intervention).
Grade 4	23	22	Guided Reading Before/After School Tutoring	Guided Reading did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 1.1 percentage points below goal.
Grade 5	25	17	Guided Reading Before/After School Tutoring	Guided Reading did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 1.1 percentage points below goal.
Grade 6	NA	NA	NA	NA
Grade 7	NA	NA	NA	NA
Grade 8	NA	NA	NA	NA
Grade 11	NA	NA	NA	NA
Grade 12	NA	NA	NA	NA

Mathematics	2013-2014	2014-2015	Interventions Provided	Describe why the interventions <i>did or did not</i> result in proficiency (Be specific for each intervention).
Grade 4	24	40	Small Group Instruction Before/After School Tutoring	Small Group Instruction did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 5.1 percentage points below goal.

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

Grade 5	34	24	Small Group Instruction Before/After School Tutoring	Small Group Instruction did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 5.1 percentage points below goal.
Grade 6	NA	NA	NA	NA
Grade 7	NA	NA	NA	NA
Grade 8	NA	NA	NA	NA
Grade 11	NA	NA	NA	NA
Grade 12	NA	NA	NA	NA

Evaluation of 2014-2015 Student Performance *Non-Tested Grades – Alternative Assessments (Below Level)*

Provide the number of students at each non-tested grade level listed below who performed below level on a standardized and/or developmentally appropriate assessment, and the interventions the students received.

English Language Arts	2013 - 2014	2014 - 2015	Interventions Provided	Describe why the interventions <i>did or did not</i> result in proficiency (Be specific for each intervention).
Pre-Kindergarten				
Kindergarten			Guided Reading Before/After School Tutoring	No standardized assessment given.
Grade 1	20	22	Guided Reading Before/After School Tutoring	Guided Reading did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 1.1 percentage points below goal.
Grade 2	15	19	Guided Reading Before/After School Tutoring	Guided Reading did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 1.1 percentage points below goal.
Grade 9	NA	NA	NA	NA
Grade 10	NA	NA	NA	NA

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

Mathematics	2013 - 2014	2014 - 2015	Interventions Provided	Describe why the interventions provided <i>did</i> or <i>did not</i> result in proficiency (Be specific for each intervention).
Pre-Kindergarten				
Kindergarten			Small Group Instruction Before/After School Tutoring	No standardized assessment given.
Grade 1	20	24	Small Group Instruction Before/After School Tutoring	Small Group Instruction did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 5.1 percentage points below goal.
Grade 2	11	27	Small Group Instruction Before/After School Tutoring	Small Group Instruction did not result in proficiency because it was not implemented consistently. Tutoring did not result in proficiency, but overall average was 5.1 percentage points below goal.
Grade 9	NA	NA	NA	NA
Grade 10	NA	NA	NA	NA

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

Evaluation of 2014-2015 Interventions and Strategies

Interventions to Increase Student Achievement – Implemented in 2014-2015

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
ELA	Students with Disabilities	Same information as included below			
Math	Students with Disabilities	Same information as included below			
ELA	Homeless	NA			
Math	Homeless	NA			
ELA	Migrant	NA			
Math	Migrant	NA			
ELA	ELLs	Same information as included below			
Math	ELLs	Same information as included below			
ELA	Economically Disadvantaged	Same information as included below			
Math	Economically Disadvantaged	Same information as included below			
ELA	All Students	Guided Reading (with learning centers for differentiated instruction)	Y	Student MAP Reading scores will increase, on average, by 6 RIT points across all grade levels from September 2014 to April 2015.	The overall average MAP RIT score increase was 6.9 RIT points
ELA		Focus on text citation in writing as aligned		Student scores on the text citation sub-skill rubric on	This was unable to be measured with this criteria due to the district's unexpected

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
		with the Common Core		the monthly district writing samples, on average, will increase by 25% from September 2014 to April 2015.	changes in the way the district writing assessments were administered.
Math		Implement small group learning structures in math classes	Y	Student MAP Math scores will increase, on average, by 5 RIT points across all grade levels from September 2014 to April 2015	The overall average MAP RIT increase was 7.6 RIT points.

Extended Day/Year Interventions – Implemented in 2014-2015 to Address Academic Deficiencies

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
ELA	Students with Disabilities	Same information as included below			
Math	Students with Disabilities	Same information as included below			
ELA	Homeless				
Math	Homeless				
ELA	Migrant	NA			

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
Math	Migrant	NA			
ELA	ELLs	Same information as included below			
Math	ELLs	Same information as included below			
ELA	Economically Disadvantaged	Same information as included below			
Math	Economically Disadvantaged	Same information as included below			
ELA		Before/ After School Tutoring	N	On average, students will score at least 80% correct on a post-test based on the specific skill under remediation in the tutoring session.	Overall post-test score for all students in the tutoring program was 78.9% correct on those items that were the focus of tutoring.
Math		Before/ After School Tutoring	N	On average, students will score at least 80% correct on a post-test based on the specific skill under remediation in the tutoring session.	Overall post-test score for all students in the tutoring program was 74.9% correct on those items that were the focus of tutoring.

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

Evaluation of 2014-2015 Interventions and Strategies

Professional Development – Implemented in 2014-2015

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
ELA	Students with Disabilities	Same information as included below			
Math	Students with Disabilities	Same information as included below			
ELA	Homeless	Same information as included below			
Math	Homeless	Same information as included below			
ELA	Migrant				
Math	Migrant				
ELA	ELLs	Same information as included below			
Math	ELLs	Same information as included below			
ELA	Economically Disadvantaged	Same information as included below			
Math	Economically Disadvantaged	Same information as included below			
ELA	All Students	Guided Reading	N	<ol style="list-style-type: none"> On average, 80% of lessons for ELA classes will contain activities in Guided Reading. 65% of walkthroughs in ELA classes will exhibit guided reading 	<ol style="list-style-type: none"> On average, 25% of plans indicated the consistent use of Guided Reading strategies. Although walkthroughs were consistently completed early in the school, they were undertaken more sporadically later in the school year. This led to a smaller sample

SCHOOLWIDE COMPONENT: EVALUATION ESEA §1114(b)(2)(B)(iii)

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
				strategies in use.	size that indicated 21% of walkthroughs exhibited Guided Reading strategies.
ELA	All Students	Learning centers for differentiated instruction	N	65% of walkthroughs in Math classes will exhibit small group instruction strategies in use.	16% of walkthroughs exhibited small group instruction strategies.
Math	All Students	Job-embedded coaching and workshops on data analysis, small group instruction, and differentiating instruction	N	65% of walkthroughs in ELA and Math classes will exhibit small group instructions strategies in use.	18% of classes exhibited small group instruction strategies.

Family and Community Engagement Implemented in 2014-2015

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
ELA	Students with Disabilities	Same information as included below			
Math	Students with Disabilities	Same information as included below			
ELA	Homeless	Same information as included below			
Math	Homeless	Same information as included below			
ELA	Migrant	NA			
Math	Migrant	NA			

SCHOOLWIDE COMPONENT: EVALUATION *ESEA §1114(b)(2)(B)(iii)*

1 Content	2 Group	3 Intervention	4 Effective Yes-No	5 Documentation of Effectiveness	6 Measurable Outcomes (Outcomes must be quantifiable)
ELA	ELLs	Same information as included below			
Math	ELLs	Same information as included below			
ELA	Economically Disadvantaged	Same information as included below			
Math	Economically Disadvantaged	Same information as included below			
ELA	All Students	Parent workshops on ways to help children achieve	N	20% or more of Parents will attend the workshop	Attendance averaged 11% of parents attending.
Math	All Students	Parent workshops on ways to help children achieve	N	20% or more of Parents will attend the workshop	Attendance averaged 11% of parents attending.

SCHOOLWIDE COMPONENT: EVALUATION *ESEA §1114(b)(2)(B)(iii)*

Principal's Certification

The following certification must be completed by the principal of the school. Please Note: Signatures must be kept on file at the school. A scanned copy of the Evaluation form, with all appropriate signatures, must be included as part of the submission of the Schoolwide Plan.

☐ I certify that the school's stakeholder/schoolwide committee conducted and completed the required Title I schoolwide evaluation as required for the completion of this Title I Schoolwide Plan. Per this evaluation, I concur with the information herein, including the identification of all programs and activities that were funded by Title I, Part A.

Sylvia Miles-Wright
Principal's Name (Print)

Principal's Signature

Date

SCHOOLWIDE COMPONENT: COMPREHENSIVE NEEDS ASSESSMENT *ESEA §1114 (b)(1)(A)*

ESEA §1114(b)(1)(A): "A comprehensive needs assessment of the entire school [including taking into account the needs of migratory children as defined in §1309(2)] that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in §1111(b)(1). "

2015-2016 Comprehensive Needs Assessment Process *Data Collection and Analysis*

Multiple Measures Analyzed by the School in the Comprehensive Needs Assessment Process for 2015-2016

Areas	Multiple Measures Analyzed	Overall Measurable Results and Outcomes (Results and outcomes must be quantifiable)
Academic Achievement – Reading	MAP scores Unit Assessment scores	MAP Average increase in RIT (Reading) 1 st Grade – 14.2, 2 nd Grade – 8.0, 3 rd Grade – 5.7, 4 th Grade - 4.3, 5 th Grade – 2.3 Unit Assessment Average Scores: 2 nd Grade-70%, 3 rd Grade-61%, 4 th Grade-61%, 5 th Grade-55%
Academic Achievement - Writing	Unit Assessment scores	Unit Assessment Average Scores: 2 nd Grade-70%, 3 rd Grade-61%, 4 th Grade-61%, 5 th Grade-55%
Academic Achievement - Mathematics	MAP scores Unit Assessment scores	MAP Average increase in RIT (Math) 1 st Grade – 15.1, 2 nd Grade – 8.0, 3 rd Grade – 7.3, 4 th Grade - 5.0, 5 th Grade – 2.4 Unit Assessment Average Scores: 1 st Grade – 73%, 2 nd Grade – 82%, 3 rd Grade – 80%, 4 th Grade - 65%, 5 th Grade – 57%
Family and Community Engagement	Attendance results for events in past year	On average, approximately 15% of parents attended school related large group information sessions. Parent conferences and Back to School Night were highly attended.
Professional Development	MAP scores Unit Assessment scores	MAP Average increase in RIT (Reading) 1 st Grade – 14.2, 2 nd Grade – 8.0, 3 rd Grade – 5.7, 4 th Grade - 4.3, 5 th Grade – 2.3

SCHOOLWIDE COMPONENT: COMPREHENSIVE NEEDS ASSESSMENT *ESEA §1114 (b)(1)(A)*

Areas	Multiple Measures Analyzed	Overall Measurable Results and Outcomes (Results and outcomes must be quantifiable)
	Staff Needs Assessment Survey	Unit Assessment Average Scores: 2 nd Grade-70%, 3 rd Grade-61%, 4 th Grade-61%, 5 th Grade-55% Teachers indicated an interest in Standards Based Assessment and Technology Activities.
Leadership	Walkthrough counts	Although walkthroughs increased dramatically over the previous year, walkthrough counts by principal and assistant principal were below anticipations.
School Climate and Culture	Behavior data	Not an issue
School-Based Youth Services	NA	
Students with Disabilities	MAP scores Unit Assessment scores	The gap between SWD and general education students has narrowed, overall, during the past school year.
Homeless Students	NA	
Migrant Students	NA	
English Language Learners	MAP scores	MAP Average increase in RIT (Reading) 1 st Grade – 15, 2 nd Grade – 0, 3 rd Grade – 13 MAP Average increase in RIT (Math) 1 st Grade – 18, 2 nd Grade – 5, 3 rd Grade – 5
Economically Disadvantaged	MAP scores Unit Assessment scores	EconDisadv students are performing on par with general education students in these two measures.

SCHOOLWIDE COMPONENT: COMPREHENSIVE NEEDS ASSESSMENT ESEA §1114 (b)(1)(A)

2015-2016 Comprehensive Needs Assessment Process*

Narrative

1. What process did the school use to conduct its Comprehensive Needs Assessment?
A survey of all staff, a review of student achievement data, and discussion by the Schoolwide Committee regarding both.
2. What process did the school use to collect and compile data for student subgroups?
Subgroups were identified in specific data elements and the committee saw their data was commensurate with general student results. ELL students often surpassed their classmates in growth.
3. How does the school ensure that the data used in the Comprehensive Needs Assessment process are valid (measures what it is designed to measure) and reliable (yields consistent results)?
The school uses state and nationally standardized assessment instruments.
4. What did the data analysis reveal regarding classroom instruction?
There is still much work to do to ensure all students learn at their individual level and are instructed with best practices in all classrooms of the school. Data also revealed the higher the grade level of students, the lower their growth or achievement scores tend to be.
5. What did the data analysis reveal regarding professional development implemented in the previous year(s)
For many classrooms the professional development provided to teachers was not implemented in classroom instructional practices with fidelity.
6. How does the school identify educationally at-risk students in a timely manner?
Teachers and parents identify students at-risk and they are entered into the I&RS process.
7. How does the school provide effective interventions to educationally at-risk students?
The I&RS team recommends modifications to the instructional program for students. After school tutoring is also available. Those students exhibited some growth between their pre- and post-test results in the tutoring program.

SCHOOLWIDE COMPONENT: COMPREHENSIVE NEEDS ASSESSMENT ESEA §1114 (b)(1)(A)

- 8.** How does the school address the needs of migrant students?
The school does not have migrant students.
- 9.** How does the school address the needs of homeless students?
Beyond that undertaken for all students, the district provides uniform contributions. Individual attention is provided when a homeless student is identified.
- 10.** How does the school engage its teachers in decisions regarding the use of academic assessments to provide information on and improve the instructional program?
Teachers are involved after each unit assessment with a data review meeting to analyze the data and make decisions regarding remedial and proactive learning activities to address the achievement deficiencies identified in the unit assessment data.
- 11.** How does the school help students transition from preschool to kindergarten, elementary to middle school, and/or middle to high school?
Pre-K teachers meet with Kindergarten teachers to discuss student needs, achievement data, and proactive steps to address those needs.
- 12.** How did the school select the priority problems and root causes for the 2015-2016 schoolwide plan?
The SLC reviewed survey data from a variety of constituents, considered their own perspectives and arrived at a consensus.

****Provide a separate response for each question.***

SCHOOLWIDE COMPONENT: COMPREHENSIVE NEEDS ASSESSMENT *ESEA §1114 (b)(1)(A)*

2015-2016 Comprehensive Needs Assessment Process *Description of Priority Problems and Interventions to Address Them*

Based upon the school's needs assessment, select at least three (3) priority problems that will be addressed in this plan. Complete the information below for each priority problem.

	#1	#2
Name of priority problem	Student Achievement in Reading	Student Achievement in Writing
Describe the priority problem using at least two data sources	Student achievement data in MAP and unit assessments, as illustrated above, indicate a deficiency in reading skills.	Student achievement data in unit assessments as illustrated above, and the lack of a cohesive writing program articulated throughout the district indicate a deficiency in writing skills.
Describe the root causes of the problem	Students come to school underprepared for learning. Addressing that readiness is an ongoing challenge. There are not, currently in place, consistent instructional practices all teachers are employing to ensure student achievement is consistent in all classrooms.	Students come to school underprepared for learning. Addressing that readiness is an ongoing challenge. There are not, currently in place, consistent instructional practices all teachers are to employ to ensure student achievement is consistent in all classrooms. There is no coherent writing curriculum now.
Subgroups or populations addressed	All students	All students
Related content area missed (i.e., ELA, Mathematics)	English Language Arts	English Language Arts
Name of scientifically research based intervention to address priority problems	Guided Reading Curriculum Revision Lesson planning Teacher evaluation and conferencing Data analysis to implement improvements	Writers' Workshop Curriculum Development Lesson planning Teacher evaluation and conferencing Data analysis to implement RTI
How does the intervention align with the Common Core State Standards?	Instruction will align with the state's Model Curriculum and PARCC Frameworks.	Instruction will align with the state's Model Curriculum and PARCC Frameworks.

SCHOOLWIDE COMPONENT: COMPREHENSIVE NEEDS ASSESSMENT ESEA §1114 (b)(1)(A)

2015-2016 Comprehensive Needs Assessment Process *Description of Priority Problems and Interventions to Address Them (continued)*

	#3	#4
Name of priority problem	Student Achievement in Mathematics	Using data to make decisions on grouping and differentiation.
Describe the priority problem using at least two data sources	Student achievement data in MAP and unit assessments, as illustrated above, indicate a deficiency in math skills.	To remediate deficiencies while still enabling advancement of learning, instruction must be provided in a differentiated way, most often implemented through small groups formed by the use of data. This is not yet a practice widespread enough in all classrooms in the school.
Describe the root causes of the problem	Students come to school underprepared for learning. Addressing that readiness is an ongoing challenge. There are not, currently in place, consistent instructional practices in math all teachers are to employ to ensure student achievement is consistent in all classrooms.	Teachers, being human, focus on areas of their own strengths. They are often reluctant to implement strategies with which they are initially unfamiliar or unskilled in practicing. While some teachers have accepted our transition to best practices, there are others we wish to impact in our second year of the journey.
Subgroups or populations addressed	All students	All students
Related content area missed (i.e., ELA, Mathematics)	Mathematics	All subjects
Name of scientifically research based intervention to address priority problems	Instructional Learning System Small group, stations approach to instruction Lesson planning Teacher evaluation and conferencing Data analysis to implement improvement	Data analysis Small Group instruction Differentiation
How does the intervention align with the Common Core State Standards?	Instruction will align with the state's Model Curriculum and PARCC Frameworks.	These will be methods with which the common core standards aligned instruction will be delivered.

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

ESEA §1114(b) Components of a Schoolwide Program: A schoolwide program shall include . . . schoolwide reform strategies that . . . “

2015-2016 Interventions to Address Student Achievement

ESEA §1114(b)(1)(B) strengthen the core academic program in the school;					
Content Area Focus	Target Population(s)	Name of Intervention	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Intervention (i.e., IES Practice Guide or What Works Clearinghouse)
ELA	Students with Disabilities	As indicated below in All Students section			
Math	Students with Disabilities	As indicated below in All Students section			
ELA	Homeless	As indicated below in All Students section			
Math	Homeless	As indicated below in All Students section			
ELA	Migrant	NA			
Math	Migrant	NA			
ELA	ELLs	Resource consolidation	Principal	ELL students will, on average, improve reading scores at a rate higher than non-ELL students.	Professional Development for General Education Teachers
Math	ELLs	Resource consolidation	Principal	ELL students will, on average, improve math scores on unit assessments at a rate higher than non-ELL students.	
ELA	Economically Disadvantaged	As indicated below in All Students section			
Math	Economically Disadvantaged	As indicated below in All Students section			
ELA	All Students	*Guided Reading	ELA Professional Development Specialist	Schoolwide reading gains will average 75% of a full year’s reading growth when comparing the September and April reading	Using Guided Reading to Develop Student Reading ...

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

<i>ESEA §1114(b)(1)(B) strengthen the core academic program in the school;</i>					
Content Area Focus	Target Population(s)	Name of Intervention	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Intervention (i.e., IES Practice Guide or What Works Clearinghouse)
				assessment for students who attend school 90% or more of the instructional days.	
ELA	All Students	*Writer's Workshop	ELA Professional Development Specialist	Schoolwide writing gains will average a 0.4 gain when comparing the September and April unit assessment 4 point writing rubric for students who attend school 90% or more of the instructional days.	Writer's Workshop - Teaching That Makes Sense
ELA & Math	All Students	*Data Reflective Lesson Planning	Principal	All non-assessment ELA lesson plans in the two weeks following an ELA unit assessment will reflect small group, flexible grouping strategies to differentiate instruction to remediate skills deficiencies.	When Lesson Plans Fail - Tips To Change Lesson Plans
ELA & Math	All Students	*Digital Instructional Learning System	Principal	Growth target percentage attainment will average, across the school, 85% for students who attend school 90% or more of the instructional days.	Interactive Online Learning on Campus: Testing MOOCs and Other Platforms in Hybrid Formats in the U

**Use an asterisk to denote new programs.*

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

2015-2016 Extended Learning Time and Extended Day/Year Interventions to Address Student Achievement

ESEA §1114(b)(1)(B) increase the amount and quality of learning time, such as providing an extended school year and before- and after-school and summer programs and opportunities, and help provide an enriched and accelerated curriculum;

Content Area Focus	Target Population(s)	Name of Intervention	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Intervention (i.e., IES Practice Guide or What Works Clearinghouse)
ELA	Students with Disabilities	As indicated below in All Students section			
Math	Students with Disabilities	As indicated below in All Students section			
ELA	Homeless	As indicated below in All Students section			
Math	Homeless	As indicated below in All Students section			
ELA	Migrant	NA			
Math	Migrant	NA			
ELA	ELLs	As indicated below in All Students section			
Math	ELLs	As indicated below in All Students section			
ELA	Economically Disadvantaged	As indicated below in All Students section			
Math	Economically Disadvantaged	As indicated below in All Students section			
ELA & Math	All Students	*RTI-Intervention/ Enrichment period	Principal	On average, students who attend school for 90% or more of the instructional days during their intervention sessions will demonstrate added growth above their classmates when comparing	What new research on extended school day says

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

ESEA §1114(b)(1)(B) increase the amount and quality of learning time, such as providing an extended school year and before- and after-school and summer programs and opportunities, and help provide an enriched and accelerated curriculum;

Content Area Focus	Target Population(s)	Name of Intervention	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Intervention (i.e., IES Practice Guide or What Works Clearinghouse)
				the prior and next unit assessments	
ELA & Math	All Students	After school tutoring	Principal	On average, students who attend 80% or more of their after school tutoring sessions will demonstrate 70% proficiency when comparing the pre- and post-tests on their deficient skills	What new research on extended school day says

****Use an asterisk to denote new programs.***

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

2015-2016 Professional Development to Address Student Achievement and Priority Problems

ESEA §1114 (b)(1)(D) In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.

Content Area Focus	Target Population(s)	Name of Strategy	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Strategy (i.e., IES Practice Guide or What Works Clearinghouse)
ELA	Students with Disabilities	As indicated below in All Students section			
Math	Students with Disabilities	As indicated below in All Students section			
ELA	Homeless	As indicated below in All Students section			
Math	Homeless	As indicated below in All Students section			
ELA	Migrant	NA			
Math	Migrant	NA			
ELA	Teachers of ELLs	Ongoing training Strategies for instructing ELLs	Director of Special Services	Teachers will attend two half-day sessions during the year on best practices for instructing ELLs. Teacher will indicate strategies in lesson plans and implement them as documented through walkthroughs and evaluations	Seven Teaching Strategies for Classroom Teachers of ELLs
Math	Teachers of ELLs				
ELA	Economically Disadvantaged	As indicated below in All Students section			
Math	Economically Disadvantaged	As indicated below in All Students section			
ELA	Teachers &	*Guided Reading Summer Training	ELA Professional	On average all teachers in ELA classes are using Guided Reading	Using Guided Reading to Develop Student Reading ...

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

ESEA §1114 (b)(1)(D) In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.

Content Area Focus	Target Population(s)	Name of Strategy	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Strategy (i.e., IES Practice Guide or What Works Clearinghouse)
	Administrators		Development Specialist	strategies during some portion of 60% of classes in September and October	
ELA	Teachers & Administrators	*Guided Reading, Writer's Workshop ongoing embedded support	ELA Professional Development Specialist	On average, all teachers in ELA classes are using Guided Reading and Writer's Workshop strategies during some portion of 80% of ELA classes in January through April.	Using Guided Reading to Develop Student Reading ... Writer's Workshop - Teaching That Makes Sense
ELA	Teachers & Administrators	*Ongoing training for reading assessment, Grades 1-5	ELA Professional Development Specialist	100% of ELA teachers will conduct reading level assessments of all of their students by October 15 and again my April 30.	Reading Assessment Checklist – Behaviors to Notice
ELA	Teachers & Administrators	*Writer's Workshop Summer Training	ELA Professional Development Specialist	On average, all teachers in ELA classes are using Writers' Workshop strategies during some portion of 60% of classes in September and October.	Writer's Workshop - Teaching That Makes Sense
ELA & Math	Administrators	*Lesson plan analysis conferencing, and responsive action ongoing training and embedded support	Principal	4 lesson plan analysis sessions occur (one after each unit assessment) The number of teachers writing and implementing effective small groups based on data increases when comparing April to October analysis.	When Lesson Plans Fail - Tips To Change Lesson Plans
ELA & Math	Administrators	Evaluation recognition and responsive action ongoing training and embedded support	Principal	16 sessions of collaborative walkthroughs occur between September and May. Suggestions provided to teachers resulting from evaluations are implemented effectively 70% of the time.	Walkthroughs, Rubrics, and Teacher Evaluation
ELA & Math	Teachers	Differentiated instruction embedded	Principal	60% of walkthroughs and evaluations will find instruction at	Differentiated instruction,

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

ESEA §1114 (b)(1)(D) In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State's student academic achievement standards.

Content Area Focus	Target Population(s)	Name of Strategy	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Strategy (i.e., IES Practice Guide or What Works Clearinghouse)
		ongoing support		different levels within a classroom.	curriculum, assessment
ELA & Math	Teachers	Small group, flexible grouping embedded ongoing support	Principal	60% of walkthroughs and evaluations will find small group instruction occurring	Differentiation Through Flexible Grouping - Learning Point ...
ELA & Math	Teachers & Administrators	Data analysis ongoing embedded support	Principal	90% of teachers are grouping students based on ELA unit assessment data in ELA classes for the two weeks following each assessment.	Guide To Using Data in School Improvement Efforts
ELA & Math	Teachers & Administrators	Ongoing training for digital instructional learning system implementation and results analysis	Subject area Professional Development Specialist	Teachers in ELA and math classes will use an instructional learning system for a portion of 50% of their classes as recorded in walkthroughs and evaluations	Interactive Online Learning on Campus: Testing MOOCs and Other Platforms in Hybrid Formats in the U

****Use an asterisk to denote new programs.***

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

24 CFR § 200.26(c): Core Elements of a Schoolwide Program (Evaluation). A school operating a schoolwide program must—(1) Annually evaluate the implementation of, and results achieved by, the schoolwide program, using data from the State's annual assessments and other indicators of academic achievement; (2) Determine whether the schoolwide program has been effective in increasing the achievement of students in meeting the State's academic standards, particularly for those students who had been furthest from achieving the standards; and (3) Revise the plan, as necessary, based on the results of the evaluation, to ensure continuous improvement of students in the schoolwide program.

Evaluation of Schoolwide Program*

(For schools approved to operate a schoolwide program beginning in the 2015-2016 school year)

All Title I schoolwide programs must conduct an annual evaluation to determine if the strategies in the schoolwide plan are achieving the planned outcomes and contributing to student achievement. Schools must evaluate the implementation of their schoolwide program and the outcomes of their schoolwide program.

1. Who will be responsible for evaluating the schoolwide program for 2015-2016? Will the review be conducted internally (by school staff), or externally? How frequently will evaluation take place?
The School Leadership Committee will evaluate the program, meeting at least once every two months.
2. What barriers or challenges does the school anticipate during the implementation process?
Teacher acceptance of new paradigms.
Time for professional development.
Implementation rates of teachers using new strategies and models.
3. How will the school obtain the necessary buy-in from all stakeholders to implement the program(s)?
The value of each initiative will be shared with staff while pace and strategies for implementation will be developed together with staff. Progress will be continuously monitored and slowing the pace, speeding the pace, or re-teaching key elements for each initiative will be undertaken as needed.
4. What measurement tool(s) will the school use to gauge the perceptions of the staff?
Anecdotal evidence will be collected between survey opportunities.
5. What measurement tool(s) will the school use to gauge the perceptions of the community?
An on-line survey will be developed to measure the understanding of, perceptions of, and impact on the community.

SCHOOLWIDE COMPONENT: Reform Strategies ESEA §(b)(1)(B)(i-iii)

6. How will the school structure interventions?
Some, as indicated, will be provided after school in the time frames listed in the Reform Strategies tables. Others will be implemented during classroom instruction while still others will be provided during the RTI-Intervention sessions. PD will be provided during district PD days, during grade level meetings, and during faculty meetings..
7. How frequently will students receive instructional interventions?
Students will receive some interventions in the time frames listed in the Reform Strategies table. Others will be implemented every school day.
8. What resources/technologies will the school use to support the schoolwide program?
Textbooks, the Model Curriculum, the Common Core Standards, classroom computers, Smart Boards, and iPads will all be used to support the program.
9. What quantitative data will the school use to measure the effectiveness of each intervention provided?
The quantitative data to be used to measure the effectiveness of the interventions are identified in the Reform Strategies table for each intervention.
10. How will the school disseminate the results of the schoolwide program evaluation to its stakeholder groups?
The program evaluation will be disseminated to staff during Faculty Meetings. It will be disseminated to parents during Parent Involvement events and on the school website.

****Provide a separate response for each question.***

SCHOOLWIDE COMPONENT: FAMILY AND COMMUNITY ENGAGEMENT *ESEA §1114 (b)(1)(F)*

ESEA §1114 (b)(1)(F) Strategies to increase parental involvement in accordance with §1118, such as family literacy services

Research continues to show that successful schools have significant and sustained levels of family and community engagement. As a result, schoolwide plans must contain strategies to involve families and the community, especially in helping children do well in school. In addition, families and the community must be involved in the planning, implementation, and evaluation of the schoolwide program.

2015-2016 Family and Community Engagement Strategies to Address Student Achievement and Priority Problems

Content Area Focus	Target Population(s)	Name of Strategy	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Strategy (i.e., IES Practice Guide or What Works Clearinghouse)
ELA/Math	Students with Disabilities	*District-wide coordinated parent meeting, paired with a student activity, on services for students with disabilities	District Family Liaison	Attendees will respond correctly, in a post-program survey, to 80% of the questions based on the content of the program.	Communication to stakeholders is always valuable.
ELA	Homeless	Same as for other populations			
Math	Homeless	Same as for other populations			
ELA	Migrant	NA			
Math	Migrant	NA			
ELA/Math	ELLs	*District-wide coordinated, paired with a student activity, on ELL services	District Family Liaison	Attendees will respond correctly, in a post-program survey, to 80% of the questions based on the content of the program.	Communication to stakeholders is always valuable.
ELA	Economically Disadvantaged	Same as for other populations			
Math	Economically Disadvantaged	Same as for other populations			
ELA/Math	All Students	*Parent Survey on Academics	District Family Liaison	Responses are used to inform further action during the	

SCHOOLWIDE COMPONENT: FAMILY AND COMMUNITY ENGAGEMENT *ESEA §1114 (b)(1)(F)*

Content Area Focus	Target Population(s)	Name of Strategy	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Strategy (i.e., IES Practice Guide or What Works Clearinghouse)
				school.year.	
All	All students	All events will be communicated at least three weeks in advance to all parents and to the community through: <ul style="list-style-type: none"> • Website posting • Email alerts • Telephone “robo” calls • Building paper posting • Press Releases in newspapers and cable • Flyers home to parents • Community marquee posting 	District Family Liaison	Each event is communicated through each of the methods listed.	Communication to stakeholders is always valuable.
ELA/Math	All Students	*Community Service Projects	Principal	Each grade level will participate in a community service activity of some type.	Establishing a community service culture leads to improved citizenship by all students.
ELA/Math	All Students	*5 Parent Academy Sessions: <ul style="list-style-type: none"> • *District-wide coordinated, paired with a student activity, on relevant topics: • Medical concerns, • Instructional support, • District program overviews 	District Family Liaison	Attendees will respond correctly, in a post-program survey, to 80% of the questions based on the content of the program.	Providing information specific to student populations to their parents is always an effective way to inform them.
ELA/Math	All Students	*District coordinated community Activities in the school: <ul style="list-style-type: none"> • Read Across America • Career Day • International Day • Bookmates Program • District/County Science Fair 	District Family Liaison	30 parents participate in each event.	Providing information specific to student populations to their parents is always an effective way to inform them.
ELA/Math	All Students	Back to School Nights	Principal	75% of students are represented by parents in attendance	Open Houses for parents is a standard and well known practice

SCHOOLWIDE COMPONENT: FAMILY AND COMMUNITY ENGAGEMENT *ESEA §1114 (b)(1)(F)*

Content Area Focus	Target Population(s)	Name of Strategy	Person Responsible	Indicators of Success (Measurable Evaluation Outcomes)	Research Supporting Strategy (i.e., IES Practice Guide or What Works Clearinghouse)
ELA/Math	All Students	Parent Conferences	Principal	85% of students are represented by participating parents.	Communication to parents on the academic progress of their children is a standard requirement of all schools.
All	All Parents	Title I Parent Meeting	District Family Liaison	Attendees will respond correctly, in a post-program survey, to 80% of the questions based on the content of the program.	Mandated
All	All Parents	*Spring Information Fair	District Family Liaison	Attendance sign-in sheets.	Providing information specific to all parents and community members is always an effective way to inform them.
All	All Parents	*Delivering subscription and web-based information and products, related to student academic achievement in school, to parents and community members	District Family Liaison	Positive feedback in end of year parent surveys at each school	Providing information specific to all parents and community members is always an effective way to inform them.

****Use an asterisk to denote new programs.***

SCHOOLWIDE COMPONENT: FAMILY AND COMMUNITY ENGAGEMENT *ESEA §1114 (b)(1)(F)*

2015-2016 Family and Community Engagement Narrative

- 1.** How will the school's family and community engagement program help to address the priority problems identified in the comprehensive needs assessment?
The events will inform parents on the importance of each priority initiative and offer methods in which they can help their child increase their academic achievement.
- 2.** How will the school engage parents in the development of the written parent involvement policy?
The district and schools have a parent advisory committee and parents as members of the School Leadership Committee. These are contributors to all policy review and change.
- 3.** How will the school distribute its written parent involvement policy?
The policy is distributed during the annual Back to School Night and delivered to the home of parents who do not attend the Back to School Night. The policies are also posted on the school's and district's website.
- 4.** How will the school engage parents in the development of the school-parent compact?
The district and schools have a parent advisory committee and parents as members of the School Leadership Committee. These are contributors to all policy review and change.
- 5.** How will the school ensure that parents receive and review the school-parent compact?
The compact is distributed during the annual Back to School Night and reviewed by the school staff. It is delivered to the home of parents who do not attend the Back to School Night. The compact is also provided on the school's website.
- 6.** How will the school report its student achievement data to families and the community?
Individual results are distributed to parents through delivery or mail. Aggregate results are posted on the district and school websites.
- 7.** How will the school notify families and the community if the district has not met its annual measurable achievement objectives (AMAO) for Title III?
The results will be provided to parents of ELLs and posted on the district's website.

SCHOOLWIDE COMPONENT: FAMILY AND COMMUNITY ENGAGEMENT ESEA §1114 (b)(1)(F)

- 8.** How will the school inform families and the community of the school's disaggregated assessment results?
Aggregate results are posted on the district and school websites.
- 9.** How will the school involve families and the community in the development of the Title I Schoolwide Plan?
The Schoolwide Plan is developed using parent survey information and established through meetings of the School Leadership Committee that has parent membership on it.
- 10.** How will the school inform families about the academic achievement of their child/children?
Individual results are distributed to parents through delivery or mail. In addition, report cards are issued four times a year, progress reports are issued four times a year, and parent conferences are held twice each school year.
- 11.** On what specific strategies will the school use its 2015-2016 parent involvement funds?
The school will use its funds on communications to parents, activity based, information providing events, and collecting survey responses for data analysis.

****Provide a separate response for each question.***

SCHOOLWIDE: HIGHLY QUALIFIED STAFF *ESEA §(b)(1)(E)*

ESEA §1114(b)(1)(E) Strategies to attract high-quality highly qualified teachers to high-need schools.

High poverty, low-performing schools are often staffed with disproportionately high numbers of teachers who are not highly qualified. To address this disproportionality, the *ESEA* requires that all teachers of core academic subjects and instructional paraprofessionals in a schoolwide program meet the qualifications required by §1119. Student achievement increases in schools where teaching and learning have the highest priority, and students achieve at higher levels when taught by teachers who know their subject matter and are skilled in teaching it.

Strategies to Attract and Retain Highly-Qualified Staff

	Number & Percent	Description of Strategy to Retain HQ Staff
Teachers who meet the qualifications for HQT, consistent with Title II-A		
Teachers who do not meet the qualifications for HQT, consistent with Title II-A		
Instructional Paraprofessionals who meet the qualifications required by <i>ESEA</i> (education, passing score on ParaPro test)		
Paraprofessionals providing instructional assistance who do not meet the qualifications required by <i>ESEA</i> (education, passing score on ParaPro test)*		

* The district must assign these instructional paraprofessionals to non-instructional duties for 100% of their schedule, reassign them to a school in the district that does not operate a Title I schoolwide program, or terminate their employment with the district.

SCHOOLWIDE: HIGHLY QUALIFIED STAFF *ESEA §(b)(1)(E)*

Although recruiting and retaining highly qualified teachers is an on-going challenge in high poverty schools, low-performing students in these schools have a special need for excellent teachers. The schoolwide plan, therefore, must describe the strategies the school will utilize to attract and retain highly-qualified teachers.

Description of strategies to attract highly-qualified teachers to high-need schools	Individuals Responsible